

Dept. of Cultural Affairs Facts – FY '12

www.culturalaffairs.org/



General Information

Address: New Historical Building
600 East Locust
Des Moines, IA 50319-0290

Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 51	# PT EEs: 1	# Temporary EEs: 11	Average Length of Service: 15.02
--------------	-------------	---------------------	----------------------------------

Span of Control: 8.33	Total Unemployment Insurance Claims: 12
-----------------------	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	15	<25	0	45-54	0	# of Females:	32	# of Males:	19
25-34	5	55-64	17	25-34	3	55-64	3	% of WF:	62.75%	% of WF:	37.25%
35-44	6	65+	8	35-44	0	65+	0	Average Age:	52.42	Average Age:	53.64
Employee Average Age: 52.88				Supervisor Average Age: 45.09				Average Length of Service: 13.60		Average Length of Service: 17.40	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1	# of Non-minorities:	44	# African-American:	0	# of "did not respond":	6
% of Workforce:	1.96%	% of Workforce:	86.27%	# Asian/Pacific Island:	0	% of Workforce:	11.76%
Average Age:	45.57	Average Age:	52.90	# Am. Indian/Alaskan:	0	Average Age:	53.88
Average Length of Service:	6.46	Average Length of Service:	15.85	# Hispanic or Latino:	1	Average Length of Service:	10.36

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	1	# of Persons With No Disabilities:	47	# of "did not respond":	3
% of Workforce:	1.96%	% of Workforce:	92.16%	% of Workforce:	5.88%
Average Age:	61.39	Average Age:	52.81	Average Age:	51.11
Average Length of Service:	18.51	Average Length of Service:	14.71	Average Length of Service:	18.74

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 38	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 1

Separation Rate: 21.05%	Hire Rate: 8.77%	Number Hires: 4	Transfer In: 1
Retirements: 4	All Terminations: 3	Voluntary Quits: 5	Transfer Out: 0

# of Classes Used: 23	Most Populous Classes: Historical Program Specialist (20), Info Specialist 2 (3), Program Planner 2 (3)		
Separations - By Class:	Administrative Assistant 1 (2), Historical Program Specialist (2), 8 classes with 1 incumbent each		
# Eligible for Retirement:	23 in the next 5 years	% Eligible: 45.10%	

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$96,095.27	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$3,643,982.49	Avg. Base Salary: \$60,972.59	Overtime Days Worked: 31.9
Overtime Cost: \$8,206.12	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$280,691.82	Vacation Days Earned: 1,205.7	Vacation Used Expense: \$247,016.47	Vacation Days Taken: 1,056.2	
Sick Leave Days Earned: 919.5	Reg. Sick Leave Used Expense: \$98,501.43	Reg. Sick Leave Days Used: 444.5	Converted Sick Leave To Vacation Days Used: 249.0	
Sick Leave -Earned Value: \$201,958.77		Avg. Sick Leave Days Per EE: 8.72	Converted Sick Leave To Vacation Used Expense: \$56,851.92	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 2 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$35,162.40	Grievances Contract Grievances: 7 Disciplinary: 2 Language: 5 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,153.32	Funeral Days Used: 26.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,619.47	Jury Leave Days Used: 6.2	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012